



## RSI Questionnaire

### Interviewer Check

**IC-1. Column number of RSI in the Core Questionnaire:**

*See item E, Flap page*

**IC-2. Record work status of the RSI.**

1. Working for someone else in the main job. (Includes absent from job last week and unpaid employees in family businesses) **Question B19 = 1 or 4.**
2. Employer or self-employed in the main job (includes absent from business last week). **Question B19 = 2 or 3**
3. Not working and not absent from a job last week. **B18 to B36 are skipped.**

### D. SKILLS AND TRAINING Ask for all RSIs.

*I would like to begin with some questions about education and job training*

D1	<p><b>How would you rate your language skills in English?</b></p> <p><i>Read answer categories.</i></p>	<p>1 = Don't know at all            2 = A little bit            3 = Can use for everyday situations            4 = Know very well            9 = Not sure / No answer</p>	
		Understanding spoken English?	1 2 3 4 9
		Speaking English?	1 2 3 4 9
		Reading English?	1 2 3 4 9
		Writing English?	1 2 3 4 9
D2	<p><b>Did you attend some kind of secondary school, even for one year?</b></p> <p><i>(Secondary school begins in Std. 6 / Grade 8.)</i></p>	Yes 1 No 2 No Answer 9	→ D5 → D5
D3	<p><b>In secondary school did you complete courses in any of these subjects --</b></p>	1=Yes 2=No 9=Don't Know / No Answer	
		Maths?	1 2 9
		Economics?	1 2 9
		Languages?	1 2 9
		Physics, chemistry or biology?	1 2 9
		Commerce (accounting, business, etc)?	1 2 9
		Typing, shorthand, office skills?	1 2 9
		Home economics, industrial arts, vocational?	1 2 9

D4	<b>In what year did you complete or leave secondary school?</b>	Year: <input type="text"/> _1 <input type="text"/> _9 <input type="text"/> _00 00 = Still enrolled	→ D8
D5	<b>Can you read and understand everyday written material, such as a letter or newspaper?</b> (In any language)  Read answer categories.	Yes, easily Yes, with difficulty No Don't Know / No answer	1 2 3 → D7 9
D6	<b>Can you write, say, a letter to a friend?</b> (In any language)	Yes, easily Yes, with difficulty No Don't Know / No answer	1 2 3 9
D7	<b>Can you do written calculations, such as adding a column of numbers on paper?</b>	Yes, easily Yes, with difficulty No Don't Know / No answer	1 2 3 9
D8	<b>In what year did you complete or leave your highest level of education?</b>	Year: <input type="text"/> _1 <input type="text"/> _9 <input type="text"/> _00 00 = Still enrolled	
D9	<b>Have you received any training to improve your work skills or to learn a new job? Include on-the-job training.</b>	Yes No Don't Know / No answer	1 2 7 → E1 → E1
D10	<b>Where did you receive this training?</b>  <i>Probe: "Anything else?"</i>  <i>Check all that apply</i>	Apprenticeship program Technical college Workers college Academic secondary school Technikon diploma course University, Graduate or High Diploma institution Short course through a commercial school, NGO or Government Training at work, in classroom (current job) On-the-job training at work (current job) Training received on some previous job Correspondence course / 'Distance education' Other: _____ Don't Know / No Answer	1 2 3 4 5 6 7 8 9 10 11 12 99
D11	<b>Where did you get your <u>most recent</u> training?</b>	Enter code from D10:	<input type="text"/> _00
D12	<b>In what year did you receive your <u>most recent</u> training?</b>	Still in training / 1999 1998 1997 1996 1995 1994 1993 or before Don't Know / No Answer	1 2 3 4 5 6 7 9
D13	<b>For how many weeks or months did you take this training?</b>  <i>Record in days, weeks OR months, not both.</i>	Days Weeks Months	<input type="text"/> _00 <input type="text"/> _00 <input type="text"/> _00

D14	<b>Who sponsored or paid for this training?</b>  <i>Circle one answer. If more than one source, ask "Who paid for most of the cost?"</i>	Self or family Employer (other than family) Government Unions Charitable / religious organisation / NGO Other Don't Know / No Answer	1 2 3 4 5 6 9
D15	<b>Were you paid during your training?</b>  <i>If Yes- Was that a full time regular wage, part-time pay, or some kind of training wage or allowance?</i>	Yes, full-time wage Part-time wage Training wage or allowance Not paid during training Don't Know / No Answer	1 2 3 4 9
D16	<b>Did [does] this training lead to some kind of certification or diploma that would be accepted by other employers?</b>	Yes No Don't Know / No Answer	1 2 9
D17	<b>Sometimes training helps people and sometimes it doesn't. Has this training helped you to:</b>	1 = Yes 2 = No 9 = Don't Know / No Answer  Find a job or start a business?  Start a <u>new</u> career or get a different kind of job?  Get a promotion or earn more money?	  1 2 9  1 2 9  1 2 9

## E. ATTITUDES Ask for all RSIs.

*Now I want to ask some questions about your attitudes and opinions. There are no right or wrong answers, so just answer the way you honestly feel.*

E1	<b>Who do you think has the main responsibility for creating jobs-- the government, employers, trade unions, workers, or someone else?</b>	Government Employers / business Trade unions Workers Other: _____ Don't Know / No answer	1 2 3 4 5 9
E2	<b>Who do you think has the main responsibility to provide job security for working people-- the government, employers, trade unions, workers, or someone else?</b>	Government Employers / business Trade unions Workers Other: _____ Don't Know / No answer	1 2 3 4 5 9
E3	<b>Who do you think has the main responsibility for ensuring health and safety in the workplace-- the government, employers, trade unions, workers, or someone else?</b>	Government Employers / business Trade unions Workers Other: _____ Don't Know / No answer	1 2 3 4 5 9
E4	<b>Who should decide wages in South Africa--</b>  <i>Read answer categories</i>	Employers alone Employers and unions Employers negotiate with individual employees The government Something else: _____ Don't Know / No answer	1 2 3 4 5 9

E5	<b>At what point do you think workers should be able to go on strike: at any point; never; only after negotiations between workers and the employer have failed; or only after they have tried mediation and other ways to resolve the dispute?</b>	At any point Never After negotiations between workers and the employer have failed Only after they have tried mediation and other ways to resolve the dispute Don't know/No answer	1 2 3 4 9										
E6	<b>What do you think is the most important role of the Department of Labour--</b> <i>Read answer categories</i>	To provide jobs To settle conflicts between workers and employers To prevent conflicts by making rules for workers and employers All of the above Don't know / No answer	1 2 3 4 9										
E7	<b>Do you plan to live or work outside South Africa in the next two years?</b> <i>'Live or work' means spending at least 6 months outside South Africa.</i>	Yes Maybe / It depends No Don't Know / No answer	1 2 3 → E9 9 → E9										
E8	<b>What would be your main reason for leaving South Africa?</b>	To be with family or in home place Better living conditions Better working conditions or income Avoid violence or crime Other (Specify) _____ Don't Know / No answer	1 2 3 4 5 9										
E9	<b>Do you give regular financial support to relatives or other people who do not live in your household?</b>	Yes No Don't Know / No answer	1 2 → F1 9										
E10	<b>On average, how much do you spend on this support per month?</b> <i>Include the value of food, clothes, and other non-cash support.</i>	Enter amount in whole Rands:	<table border="1" style="display: inline-table; vertical-align: middle;"> <tr> <td style="width: 20px; height: 20px;"></td> </tr> </table> 999 999 = Don't know										

<b>F. HEALTH</b> Ask for all RSIs			
<i>The next questions are about your health in general, and health conditions related to work.</i>			
F1	How would you describe your health in general? Would you say it is very good, good, average, bad, or very bad?	Very good Good Fair (OK, average, moderate) Bad Very bad Don't know / No answer	1 → F3 2 → F3 3 → F3 4 5 9 → F3
F2	Is your bad health caused by work that you are doing now, or used to do?	Yes Partly No Don't Know / No answer	1 2 3 9
F3	Do you have an injury or health condition that limits the kind of work or amount of work you can do?	Yes No Don't Know / No answer	1 2 9
F4	Did you have any injuries or illnesses that were related to work during the <u>past 12 months</u> ?	Yes No Have not worked in past 12 months Don't Know / No answer	1 2 → F6 8 → G1 9
F5	Who paid for your medical expenses when you became sick or injured? <i>Check all that apply.</i>	No expenses Employer Self or family Workers' Compensation / UIF Medical Aid Other (Specify) : _____ Don't know / No answer	1 2 3 4 5 6 9
F6	<p>Here is a story, and I would like your opinion. Four colleagues at work are talking about using sick leave, even if you are not sick.</p> <p><u>The first one</u> says it's OK to use sick leave even if you're not sick, if you have something more important to do.</p> <p><u>The second one</u> says it's OK, because he is responsible for his own work, and will just have to work more later on.</p> <p><u>The third one</u> says she would not do it, because her colleagues will have to do her work <i>and</i> their work.</p> <p><u>The fourth one</u> says you shouldn't do it because the company will suffer - and if the company suffers, so do the workers.</p> <p>Which person do you agree with most?</p>	The first person The second person The third person The fourth person Don't know/ No answer	1 2 3 4 9



G6	<p><b>What kind of benefits have you received after leaving that job?</b></p> <p><i>Check all that apply. Include sources that the person is eligible for but has not received yet.</i></p>	<p>1=Yes 2=No 9= Don't Know / No Answer</p> <p>Unemployment Insurance fund (UIF) 1 2 9</p> <p>Retrenchment pay from former employer 1 2 9</p> <p>Training paid for by former employer 1 2 9</p> <p>Other: _____ 1 2 9</p>	
G7	<p>Many people move in and out of the labour market. This question is about your work situation over the past year.</p> <p><b>In ___[month], did you work the whole month, part of the month, or not at all?</b></p> <p><i>Whole month → Code 1</i></p> <p><i>Part month: In ___[month] were you available for more work during most of days when you were not working?</i></p> <p><i>Yes, available → Code 2</i> <i>No, not available → Code 3</i></p> <p><i>Did not work: In ___[month] were you available for work during most of the month?</i></p> <p><i>Yes, available → Code 4</i> <i>No, not available → Code 5</i></p> <p><i>Temporary absences from work (holidays, sick leave) count as work.</i></p>	<p><b>1999</b></p> <p>September 1 2 3 4 5 9</p> <p>August 1 2 3 4 5 9</p> <p>July 1 2 3 4 5 9</p> <p>June 1 2 3 4 5 9</p> <p>May 1 2 3 4 5 9</p> <p>April 1 2 3 4 5 9</p> <p>March 1 2 3 4 5 9</p> <p>February 1 2 3 4 5 9</p> <p>January 1 2 3 4 5 9</p> <p><b>1998</b></p> <p>December 1 2 3 4 5 9</p> <p>November 1 2 3 4 5 9</p> <p>October 1 2 3 4 5 9</p>	<p>1= Worked the whole month 2 = Worked part month, and available for more. 3 = Worked part month and <u>not</u> available for more 4 = Did not work at all, but available for work 5 = Did not work at all, and <u>not</u> available for work 9 = Don't know</p>
IC-4	<p><i>Interviewer Check:</i> Was the person <b>available for work</b> at any time last year? (Code 2 or 4 marked in any part of G7)</p>	<p>Yes No</p>	<p>→ Ask G8 → End Questions</p>
G8	<p><b>What are the biggest obstacles you have faced in trying to find work?</b></p> <p><i>Do NOT read answer categories.</i></p> <p><i>Mark up to 2 reasons.</i></p>	<p>No obstacles 0</p> <p>Difficult to get information about employment 1</p> <p>Few employment opportunities in this area 2</p> <p>My education or job skills don't fit available jobs 3</p> <p>Don't have personal connections 4</p> <p>Discrimination due to age, race, nationality or gender 5</p> <p>Don't have proper working or residence papers 6</p> <p>No resources to start my own enterprise 7</p> <p>Other: _____ 8</p> <p>Don't Know / No answer 9</p>	
G9	<p><b>What are the two most important factors you consider when looking for a job?</b></p> <p><i>Do not read answer categories.</i></p> <p><i>Mark up to two answers.</i></p>	<p>Wages or income 1</p> <p>Fringe benefits (medical, pension, etc.) 2</p> <p>Working conditions 3</p> <p>Interesting work / Opportunity to use skills or training 4</p> <p>Career prospects or chances for promotion 5</p> <p>Job security 6</p> <p>Fitting in with family responsibilities 7</p> <p>Location 8</p> <p>No criteria: will take any job 9</p> <p>Other (specify): _____ 10</p> <p>Don't Know / No answer 99</p>	



H5	<p><b>In this job, do you have access to --</b></p> <p><i>Read answer categories. Circle Yes or no for each.</i></p> <p><i>Record weeks or amounts in the boxes as needed.</i></p> <p><i>For weeks of leave, Don't know = 99.</i></p> <p><i>For overtime amounts, Don't know = 9,99.</i></p>	<p>1=Yes 2=No 9= Don't Know / No Answer</p> <p>Paid holidays? 1 2 9</p> <p>Paid vacation or annual leave? 1 2 9</p> <p>(If Yes-) How many weeks paid leave per year? <input type="text"/> <input type="text"/> <input type="text"/></p> <p>Paid sick leave 1 2 9</p> <p>(If Yes-) How many weeks paid sick leave per year? <input type="text"/> <input type="text"/> <input type="text"/></p> <p>Paid maternity leave? 1 2 9</p> <p>(If Yes-) How many weeks maternity leave per year? <input type="text"/> <input type="text"/> <input type="text"/></p> <p>Special payment for overtime, night or weekend work? 1 2 9</p> <p>(If Yes-) How much extra do you get for work beyond normal hours? <input type="text"/> , <input type="text"/> <input type="text"/> <input type="text"/></p> <p>(If Yes-) How much do you get for night work? <input type="text"/> , <input type="text"/> <input type="text"/> <input type="text"/> <i>Leave blank if no special pay</i></p> <p>(If Yes-) How much for weekend work? <input type="text"/> , <input type="text"/> <input type="text"/> <input type="text"/> <i>Leave blank if no special pay</i></p> <p><i>(Record as a <b>percentage</b> of regular pay: For example, time and a half = 1.50.)</i></p>	
H6	<p><b>Are you entitled to any other fringe benefits from this job, such as...?</b></p> <p><i>Read answer categories. Circle Yes or no for each.</i></p>	<p>1=Yes 2=No 9= Don't Know / No Answer</p> <p>Retirement pension or Provident Fund? 1 2 9</p> <p>Subsidised medical care or Medical Aid? 1 2 9</p> <p>Life insurance? 1 2 9</p> <p>Free or subsidised housing? 1 2 9</p> <p>Free or subsidised car? 1 2 9</p> <p>Other free or subsidised transport? 1 2 9</p> <p>Meals or food? 1 2 9</p> <p>Education assistance? 1 2 9</p> <p>Free or subsidised child care? 1 2 9</p> <p>Funeral benefits? 1 2 9</p> <p>Telephone, newspaper or computer subsidy? 1 2 9</p> <p>Other (specify): _____ 1 2 9</p>	
H7	<p><b>Which working schedule best describes your situation?</b></p> <p><b>Is it .....</b></p> <p><i>Read answer categories.</i></p>	<p>Normal day shift (6 a.m. - 6 p.m.) 1</p> <p>Evening or night shift (after 6 p.m. or before 6 a.m.) 2</p> <p>Rotating shift with evening or night work on a regular basis 3</p> <p>Other work schedule 4</p> <p>Don't Know / No Answer 9</p>	

H8	<b>In your main job, are you normally exposed to any of the following?</b>	1=Yes 2=No 9= Don't Know / No Answer Air pollution (dust, smoke, gas, fumes)? Too much dampness or water? Too much heat? Too much cold? Air that is too dry? Too much noise? Bad light conditions? Poorly ventilated working environment?	1 2 9 1 2 9
H9	<b>Do you regularly work:</b>	1 = Yes 2 = No 9 = Don't Know / No Answer Exposed high above or below ground level? In close contact with dangerous machines? In close contact with chemically hazardous materials? In close contact with inflammable or explosive materials? In front of a computer screen for more than four hours a day?	1 2 9 1 2 9 1 2 9 1 2 9 1 2 9
IC-6	<i>Interviewer Check:</i> Is 'Yes' (1) marked on any item in H9?		Yes No → H10 → H12
H10	<b>Do you have protective equipment or clothing available at work?</b>	Yes No Don't Know / No answer	1 2 9 → H12 → H12
H11	<b>Do you actually use this protective equipment?</b> <i>If yes, probe: How often do you use it - regularly, sometimes, or not usually?</i>	Yes, regularly Yes, sometimes Not usually Don't Know / No answer	1 2 3 9
H12	<b>If you were asked to perform a dangerous task at work, could you refuse to do it?</b>	Generally Yes Generally No Not sure / It depends No Answer	1 2 3 8
H13	<b>I will now read a list of some common working conditions. Please say if they apply to your work often, sometimes or never. Do you often, sometimes or never:</b>	Manually lift heavy things at work? Work in a bent, stretched or in any uncomfortable or unnatural position? Perform work which involves repetitive or monotonous movements? Become very dirty at work, from grease, paint etc.?	1 = Often 2 = Sometimes 3 = Never 9 = DK / NA 1 2 3 9 1 2 3 9 1 2 3 9 1 2 3 9
H14	<b>During the past year have you been subjected to any of the following in your job?</b> <i>After each, ask "Often, sometimes, or never?"</i>	1 = Often 2 = Sometimes 3 = Never 9 = DK / NA Threats or bullying? Violence? Sexual harassment? Crime?	1 2 3 9 1 2 3 9 1 2 3 9 1 2 3 9

H15	<b>Do you normally feel exhausted or tired at the end of the day?</b>	Yes, exhausted Yes, tired No Don't Know / No answer	1 2 3 9
H16	<b>To what extent can you decide yourself how to perform your job or tasks? Is it . . . .</b> <i>Read answer categories.</i>	To a great extent To a certain extent To a very limited extent Not at all Don't Know / No answer	1 2 3 4 9
H17	<b>How often do you have the chance to acquire new skills or new knowledge in your work? Is it . . . . .</b> <i>Read answer categories.</i>	Never Seldom Sometimes Regularly Don't Know / No answer	1 2 3 4 9
H18	<b>Do you think you might lose your job during the next two years, due to closures, retrenchments or for some other reason?</b>	Yes, due to closures or retrenchments Yes, for other reasons No Don't Know / No answer	1 2 3 9
H19	<b>This question asks how you feel about some aspects of your job.</b>  <b>We use a scale from 1 to 4.</b>  <b>1 means that you are <u>not</u> satisfied at all.</b> <b>2 is mostly <u>un</u>-satisfied,</b> <b>3 is mostly satisfied, and</b> <b>4 means that you are completely satisfied.</b>	<b>In your main job or business, how satisfied are you with your--</b>  Your Earnings? Job security? Type of work? Opportunities to use your skills or education? Working times (day/ night / shift)? Working conditions or environment? Distance to the job?	1 = Not satisfied at all 2 = Mostly <u>un</u> -satisfied 3 = Mostly satisfied 4 = Completely satisfied 9 = Don't know / No answer  1 2 3 4 9 1 2 3 4 9
H20	<b>In addition to your main activity, do you have another job or business?</b>	Yes No Don't Know / No answer	1 2 → Next section 9 → Next section
H21	<b>In this other activity are you working for someone else, self-employed in any kind of farm or business, or helping in a family business without pay?</b>	Working for someone else Self-employed in any type of farm or business (with or without employees) Helping out in a family business without pay Don't Know / No answer	1 2 3 9

# I. OWN-ACCOUNT WORKERS AND EMPLOYERS

IC-7	<i>Interviewer Check:</i> Is 'Employer or self-employed' (2) marked in check IC-2 ?	Yes No	→ Ask this section → Go to Section J
<p><b>Here are some questions for people who work for themselves or employ others. I want to ask about the _____ enterprise we talked about a few minutes ago [main activity reported in Sect. B].</b></p>			
I 1	<b>When did this business first start operating?</b>	Record year [_1_][_9_] :	[_][_] [ ][_]
I 2	<b>Out of the past 12 months, how many months has this business operated?</b>	Number of months:	[_][_] [ ][_]
I 3	<b>How did you acquire this business?</b> <i>Circle one answer. Read the answer categories if needed.</i>	Started it myself, or along with others Inherited / took over from family Purchased Rent the business from someone else Other (Specify) : _____ Don't Know / No answer	1 2 3 4 5 9
I 4	<b>What sources of money or capital did you have in starting this business?</b> <i>After each answer, probe "Anything else?" Check all that apply.</i>	None Own savings and earnings Family or friends Commercial loans Government or NGO program Other (specify): _____ Don't Know / No answer	1 2 3 4 5 6 9
I 5	<b>Where did you <u>mostly</u> get the skills or experience to run this enterprise?</b> <i>Circle one answer. Read the answer categories if needed.</i>	Taught myself Learned in family business Formal training in school, technikon, etc. Government or NGO training program Experience working for a small business Experience working for a large business Other (Specify): _____ Don't Know / No answer	1 2 3 4 5 6 7 9
I 6	<b>Are you satisfied with the size or earnings of the enterprise now, or do you want to expand?</b>	Not satisfied; want to expand Satisfied now, do not want to expand Don't Know / No answer	1 2 → I 8 9 → I 8
I 7	<b>To expand, what are the biggest obstacles or problems you face?</b> <i>Mark up to 2 answers.</i>	Money or Capital Markets My own lack of education, skills, experience Labour / skilled labour Machinery, technology Land or Raw materials Transport Legal barriers Other (Specify) : _____ Don't know / No answer	1 2 3 4 5 6 7 8 9 99

I 8	<p><b>a. On average, how much income or profit do you make from this enterprise, after expenses?</b></p> <p><i>Expenses includes VAT and other business taxes, but does not include personal income tax.</i></p> <p><b>b. Is that figure:</b> Circle One</p>	<p>Enter amount in whole Rands</p> <p>_____  _____  _____  .00 999 999 = Don't know</p> <p>1 = per week 1 2 = per month 2 3 = per year 3</p>	
I 9	<p><b>What is the total value of equipment or stock that you need to run this business or farm? (How much would it cost to replace if it were stolen?)</b></p>	<p>Enter amount in whole Rands</p> <p>_____  _____  _____  .00 9 999 999 = Don't know</p>	
I 10	<p><b>Do you mostly work alone in this business, or do you work with partners, family members, or paid employees?</b></p>	<p>Mostly work alone Work with others Don't Know / No answer</p>	<p>1 → End RSI interview 2 9</p>
I 11	<p><b>Of the people working with you now, how many are:</b></p> <p><i>Count owners and workers at <u>all</u> locations</i></p>	<p>Employers / owners / partners? (Include yourself) _____</p> <p>Paid employees? _____</p> <p><i>Include family members earning regular wages</i></p> <p>Unpaid family workers? _____</p>	
→ End RSI Interview.			

<b>J. EMPLOYEES ONLY</b>			
IC-8	<p><i>Interviewer Check:</i> Is 'Working for someone else' (1) marked in check IC-2 ?</p>	<p>Yes No</p>	<p>→ Ask this section → End questionnaire</p>
<b>Here are a few more questions about your <u>main</u> job or activity.</b>			
J1	<p><b>a. What is your total wage or income in your main job, <u>before</u> taxes and other deductions? That includes tips, commissions and bonuses.</b></p> <p><b>b. Is that figure:</b> Circle One</p>	<p>Enter amount in whole Rands</p> <p>_____  _____  _____  .00 999 998 = Unpaid family worker 999 999 = Don't know</p> <p>1 = per hour 1 2 = per day 2 3 = per week 3 4 = per month 4 5 = per year 5</p>	
J2	<p><b>When you started this job, did you sign a written work contract with the employer?</b></p>	<p>Yes No Don't Know / No answer</p>	<p>1 2 → J4 9 → J4</p>
J3	<p><b>Is your contract with the employer for a fixed period of time, or is it for a permanent position with no end date?</b></p>	<p>Fixed duration Permanent (no end to date for job) Don't Know / No answer</p>	<p>1 2 9</p>
J4	<p><b>In this job are you covered by some form of collective bargaining agreement, such as a union or employee association contract, or a Bargaining Council agreement?</b></p>	<p>Yes No Don't Know / No answer</p>	<p>1 2 9</p>

IC-8	<i>Interviewer Check:</i> Is 'Yes' (1) marked in check <b>either</b> J-2 or J-4?		Yes No	→ J5 → J6
J5	<b>Work contracts cover different things. Are any of these things regulated through your individual contract or the collective agreement?</b>		1 = Yes, covered 2 = No, not covered 9 = Not sure / No answer	
	Wages and salary?		1	2 9
	Commissions or bonuses?		1	2 9
	Working hours?		1	2 9
	Overtime hours or pay?		1	2 9
	Job benefits such as medical aid or pensions?		1	2 9
	Rules for resolving disputes?		1	2 9
	Protections against being laid off or dismissed?		1	2 9
J6	<b>In this job do you have a written job description?</b>  <i>If unsure- A job description is something that sets down the basic tasks and responsibilities of the job in writing. It can be part of your work contract, or a separate document.</i>	Yes No Not sure / No Answer	1 2 → J8 9 → J8	
J7	<b>Think about the work that you actually do on the job. Are your tasks mostly the same as in the job description, or are they often quite different?</b>	Mostly the same Different from the job description Don't know / No answer	1 2 9	
J8	<b>Think about people in your workplace who have jobs like yours. How many tend to get promoted to a higher-level job with more skill or responsibility?</b>  <i>Read answer categories.</i>	Almost all of them About half About one quarter Less than one quarter None of them / No one at the same level as you Don't know / No answer	1 2 3 4 5 9	
J9	<b>What would you say are <u>your</u> chances of getting promoted to a job with more skill or responsibility at your present workplace?</b>  <i>Read answer categories.</i>	Almost certain A good chance, but far from certain Pretty unlikely Almost no chance Don't know / No answer	1 2 3 4 9	
J10	<b>Is there a trade union present where you work in your main job?</b>	Yes No Don't Know / No answer	1 2 9	
J11	<b>Are you a member of any trade union?</b>  <i>Interviewer: People can belong to a union even if there is no union at work, or in another job.</i>	Yes No Don't Know / No answer	1 2 → J14 9 → J14	
J12	<b>Which union do you belong to?</b>	<i>Write in full name of union:</i>	_____ Post-coding	
J13	<b>What federation is that union affiliated to?</b>	<i>Write in name of federation:</i>	→ J15 _____ Post-coding	

J14	<p><b>What is the main reason why you do not belong to a union?</b></p> <p><i>Do NOT read answer categories.</i></p>	<p>Employer intimidation 1</p> <p>Political reasons 2</p> <p>No union at my work / my job is not covered by union 3</p> <p>No reason to join / organise 4</p> <p>Don't like unions 5</p> <p>Other reason: _____ 6</p> <p>Don't Know / No answer 9</p>
J15	<p><b>Regardless of your situation now, which would you prefer: to pay a fee to an agency shop, to be organised in a union, or to be unorganised?</b></p> <p><i>If unsure- In some places, workers who are not union members pay an <u>agency shop fee</u> to the union to negotiate for them.</i></p>	<p>Pay agency shop fee 1</p> <p>Be organised in a union 2</p> <p>Neither: be unorganised 3</p> <p>No preference 4</p> <p>Don't Know / No answer 9</p>
J16	<p><b>To what extent do you feel that you have influence over the management's decisions at work?</b></p> <p><i>Read answer categories.</i></p>	<p>No influence 1</p> <p>Limited influence 2</p> <p>Some influence 3</p> <p>High degree of influence 4</p> <p>Don't know / No answer 9</p>
J17	<p><b>Does your employer have an Employment Equity Plan or some other plan to level out past discrimination against blacks, women or the disabled?</b></p>	<p>Yes 1</p> <p>No 2</p> <p>Don't Know / No answer 9</p>
J18	<p><b>Do you have a health and safety representative or committee at work?</b></p> <p><b>If Yes, probe: "Is it a representative, or committee?"</b></p>	<p>Yes, a representative 1</p> <p>Yes, a committee 2</p> <p>Yes; don't know what form 3</p> <p>No 4</p> <p>Don't Know / No answer 9</p>
J19	<p><b>Is there a Workplace Forum in the place where you work?</b></p> <p><i>If unsure: A Workplace Forum is an organisation that brings workers and management together to share information, consult on workplace issues and make joint decisions.</i></p>	<p>Yes 1</p> <p>No 2</p> <p>Don't Know / No answer 9</p>
J20	<p><b>Are there any other committees or arrangements at your workplace that bring together workers and management to share information, make decisions, or consult about workplace issues?</b></p>	<p>Yes 1</p> <p>No 2</p> <p>Don't Know / No answer 9</p>
J21	<p><b>Have you taken part in any of these arrangements, either by voting for representatives or serving as a representative yourself?</b></p>	<p>Yes: have voted for members 1</p> <p>Yes, have served as a representative 2</p> <p>No, have not participated 3</p> <p>Don't know / No answer 9</p>
J22	<p><b>Does the management in your workplace consult with employees on issues of hiring, retrenchments, or re-organising the way you work?</b></p>	<p>Yes 1</p> <p>No 2</p> <p>Don't Know / No answer 9</p>
J23	<p><b>In your workplace, does the management negotiate wages either with unions or with some other worker representatives?</b></p>	<p>Yes 1</p> <p>No 2</p> <p>Don't Know / No answer 9</p>

J24	<p><b>If a large number of workers at your company gets retrenched due to strike action, what would be the best way to resolve the dispute?</b></p> <p><i>Read answer categories.</i></p> <p><i>If unsure: 'Retrenchment due to strike action' means workers were fired or laid off as punishment for going on strike.</i></p>	<p>The union or workers representatives should negotiate with the employer</p> <p>The union or workers should go to the Committee for Conciliation, Arbitration and Mediation (CCMA)</p> <p>Workers should go to the Department of Labour</p> <p>Do something else (Specify) : _____</p> <p>Do nothing</p> <p>Don't Know / No answer</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>9</p>
J25	<p><b>Would you be willing to work fewer hours for less pay, if you could prevent workers being retrenched in your company?</b></p> <p><i>'Less pay' would be due to working fewer hours. The hourly rate of pay would stay the same.</i></p>	<p>Yes</p> <p>No</p> <p>Don't know/ No answer</p>	<p>1</p> <p>2</p> <p>9</p>
J26	<p><b>Would you be willing to work harder in your job if:</b></p>	<p>1= Yes 2= No 9= Don't know / No answer</p> <p>You got higher wages?</p> <p>If the job was organised differently?</p> <p>If you had more freedom to decide yourself how to do the job?</p> <p>If you worked more in groups rather than on your own?</p>	<p>1 2 9</p> <p>1 2 9</p> <p>1 2 9</p> <p>1 2 9</p>

**That's the end of my questions. On behalf of the Department of Labour, I want to thank you very much for helping us today. We do appreciate the time and effort you have taken.**

<p><b>INTERVIEWER: Record main language of the RSI interview.</b> Copy the code to Cover page item AC8.</p> <p>1= English</p> <p>2= Afrikaans</p> <p>3= Zulu</p> <p>4= Xhosa</p> <p>5= Tswana</p> <p>6= N. Sotho/ Pedi</p> <p>7= S. Sotho</p> <p>8= Ndebele</p> <p>9= Tsonga/ Shangaan</p> <p>10= Venda</p> <p>11= Swati</p> <p>12= Other (specify)</p> <p>_____</p>	<p>1</p> <p>2</p> <p>3</p> <p>4</p> <p>5</p> <p>6</p> <p>7</p> <p>8</p> <p>9</p> <p>10</p> <p>11</p>
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## Grid to Select the Randomly-Selected Individual (RSI) from the Household

RSI TABLE NUMBER			NUMBER OF PERSONS FROM WHICH THE RESPONDENT MUST BE DRAWN																								
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
1	26	51	1	1	1	3	2	4	1	3	5	8	6	5	12	10	1	6	8	7	19	19	13	21	13	24	25
2	27	52	1	2	3	4	3	1	2	2	3	4	8	3	7	2	5	14	4	15	4	8	6	16	14	22	19
3	28	53	1	1	2	1	4	2	7	6	9	3	5	11	2	1	3	11	7	10	16	16	10	5	2	2	3
4	29	54	1	2	3	2	1	3	5	8	6	2	4	2	4	8	11	10	16	6	9	10	15	11	12	11	18
5	30	55	1	1	1	4	5	6	3	5	7	5	9	8	14	3	2	13	5	18	1	4	1	20	11	5	24
6	31	56	1	2	2	2	3	5	6	7	8	7	1	4	9	14	8	2	17	17	14	12	14	22	10	3	14
7	32	57	1	2	1	1	4	1	4	1	4	6	3	6	5	7	13	9	2	3	13	14	8	2	7	20	4
8	33	58	1	1	2	3	2	5	1	4	2	1	7	10	6	5	4	15	10	5	2	13	4	17	5	17	8
9	34	59	1	1	3	2	5	6	2	2	1	9	10	1	10	4	6	6	1	9	10	1	5	6	9	1	12
10	35	60	1	2	2	4	1	3	3	6	9	10	11	12	3	9	15	7	8	11	6	3	9	4	3	10	1
11	36	61	1	1	1	3	1	4	5	3	1	6	2	9	13	11	14	4	11	4	15	15	17	1	1	23	2
12	37	62	1	2	3	1	3	2	7	5	6	5	7	7	8	6	10	3	3	1	12	20	7	13	22	12	16
13	38	63	1	1	2	1	5	3	6	4	3	4	6	2	11	13	12	1	15	8	7	2	12	15	21	13	7
14	39	64	1	2	3	2	4	1	4	7	8	2	5	6	11	12	9	16	13	16	11	18	18	14	16	18	23
15	40	65	1	2	1	4	2	4	3	8	7	7	11	1	3	5	7	12	14	13	8	17	20	19	20	19	11
16	41	66	1	1	3	3	1	6	5	1	5	9	10	3	2	11	13	8	12	12	5	6	21	8	8	4	15
17	42	67	1	1	2	3	4	2	6	4	2	3	2	12	5	2	10	13	5	8	18	9	16	10	17	16	20
18	43	68	1	2	1	4	2	6	4	1	4	8	9	10	7	9	3	12	12	9	7	20	19	9	19	21	13
19	44	69	1	2	2	1	3	5	2	8	9	10	4	9	8	13	1	1	14	10	19	10	11	18	15	7	6
20	45	70	1	1	3	2	5	4	1	3	8	1	3	8	6	6	9	5	7	13	4	15	1	7	22	15	21
21	46	71	1	1	1	2	5	1	7	2	3	2	1	11	4	7	5	3	2	1	3	12	18	5	19	14	9
22	47	72	1	2	1	3	1	3	2	6	2	1	8	7	1	4	2	11	8	2	17	4	17	21	16	3	5
23	48	73	1	2	3	4	2	2	6	7	7	8	3	4	9	3	6	2	11	11	16	2	8	11	23	6	22
24	49	74	1	1	2	1	4	6	3	5	5	3	1	5	13	1	14	8	14	6	15	9	14	3	6	9	17
25	50	75	1	1	2	3	3	2	4	6	4	7	5	3	12	12	12	4	6	2	17	11	2	12	4	8	10